



City and County of San Francisco
Department on the Status of Women



London N. Breed
Mayor

DIRECTOR'S REPORT

November 9, 2023

Working at the intersection of health, safety, socioeconomics, politics and gender, the Department on the Status of Women has an expanded portfolio that prioritizes improving the whole lives of women, girls and nonbinary people through three core service areas: Health and Safety, Economic Security and Civic Engagement and Political Empowerment.

With a focus on its three core service areas, the Department seeks to rebuild itself as the City's Watch Dog and Accountability Partner on all issues related to gender parity; Chief Advocate for equity in service delivery, employment opportunities, leadership development and budget allocation; and Community Convener - bringing people together inside and outside the City to collaborate on ideas, strategy and impactful action to help San Francisco transform into a fully gender equitable City.

Reorganized and reimagined to meet this post-Roe moment, today's Department on the Status of Women is one that is human-centered, informed by data and infused with confidence, conviction and clarity of purpose.

The items below reflect the Department's work towards building a more diverse and efficient San Francisco City and County government through gender-responsive and racially equitable policies and programs.

I. **EXECUTIVE**

N/A

II. **ADMINISTRATION & OPERATIONS**

• **Fiscal**

Following last month's update, the Department is awaiting a response and further guidance from the Mayor's Budget Office regarding the Department's proposed cost-saving measures. To reiterate, the Department does not anticipate impacts to the baseline budgets of our grant contracts.

• **Grants Administration**

The Department provided staff with training on grants management accountability. By holding organizations accountable to the grant plans that they have developed, the Department can ensure that clients/participants are appropriately benefiting from City-funded programs.

The Department updated its grantee quarterly narrative report questions to provide more opportunity for grantees to share important progress updates in addition to statistical and demographic data. Questions now focus on project progress, challenges faced, community changes that impact project work, important upcoming dates/events for grantees/projects, lessons learned, support needs, and sustainability.

The Department continues to develop a refined grants management policies, procedures, and preferences document which will improve narrative and financial reporting processes, including invoice processing, with the aim of expediting review and payment while reducing time and effort required of both grantees and DOSW program staff. Other benefits include clarified grants management processes for Department staff.

III. **COMMISSION**

N/A

IV. **COMMUNICATIONS & EXTERNAL AFFAIRS**

- The Department hosted a delegation from the Cork Ireland Sexual Violence Centre last week. Cork, Ireland is one of San Francisco's Sister City. In February 2023, the Sexual Violence Centre in Cork, Ireland, applied for the [Twinning Grant](#) through Cork City Council. The Twinning Grant supports organizations interested in strengthening Cork's relations with its international sister cities, which include San Francisco. The purpose of the Twinning grant is to help develop links in cultural, educational, social, tourist, technical, scientific and economic areas. It is hoped that the development of such links would have benefits for all communities involved. This is especially relevant as Cork and San Francisco have similar attributes, including hubs for world commerce and trade as port cities and sanctuaries for the LGBTQI, immigrants and refugees.

V. **PROGRAMS, POLICY & REPORTING**

- **Policy & Programs**

The Department is preparing for the November 15th Family Violence Council (FVC) meeting. These meetings are public and virtual. At the October 25, 2023, COSW meeting, the Commissioners asked to be added to the FVC distribution list and meetings. Commission Secretary will work with the City Attorney's Office to determine how to best do that.

The Department is also in the process of partnering again with the Department of Human Resources (DHR) about potentially reviving the Domestic Violence Liaison Program which was put on hold during COVID. The City Employee DV Liaison Program is an initiative that DHR and DOSW launched to provide CCSF

employees with DV prevention and intervention resources.

The Department is in the process of building out its policy portfolio for the next two years and will be focusing on one policy at each level: local, state and federal. At the local level, the Department is researching getting free period products in all CCSF bathrooms. At the state level, the Department is looking into a possible role to help with enforcement of SB 1162, the Pay Transparency Law. And at the federal level, the Department is researching ways to support student loan forgiveness and/or national paid family leave.

- **Health & Safety**

The Department was awarded funding to expand its work around mental health and wellness in historically marginalized and underserved communities. To that end, we are looking to support a targeted engagement initiative including pop-up activations, media campaigns focused on sharing education and resources and other related activities. The mental health initiative aims to meet people where they live, work, and play.

- **Economic Security**

The Department is continuing its work with Indigenous Justice and Center on Juvenile & Criminal Justice's Cameo House to implement a Guaranteed Income Pilot and Micro Grant program to support survivors of violence and justice-impacted women. DOSW anticipates an official launch for these pilots later in 2023.

The Department, along with its partners, is also working with San Francisco's Human Services Agency to request a waiver from California Department of Social Services to protect the public benefits of individuals participating in the guaranteed income pilot program.

- **Civic Engagement & Political Empowerment**

N/A

- **Strategic Initiatives**

The Department is in the early planning stages for the 2024 SHIFT Happens Women's Policy Summit. Community members can visit www.sfwomenspolicysummit.com to sign up for updates and watch highlights from the inaugural event this past Spring. The Department has also begun to

release 2023 content across its social media platforms and invites Commissioners to share with their networks.

- **SF Bay Area SOL Collaborative**

The SF Bay Area SOL (Safety, Opportunity, and Lifelong Relationships) Collaborative continues to develop a continuum of care for youth involved in or at risk of commercial sexual exploitation. The evaluators for the Collaborative released their first report on the continuum and the home-based care component, Family & Me (FAM).

As part of its anti-trafficking work, DOSW hosted the Cork Ireland Sexual Violence Centre. Cork, Ireland is one of San Francisco's Sister City. During their visit, the delegation was introduced to SF SOL partners and City agencies who do work with refugees and nightlife. Finally, the Cork delegation and the Department attended the San Francisco Collaborative Against Human Trafficking Annual Conference on Justice and Human Trafficking.

- **Department of Justice, Office on Violence Against Women Grant**

In honor of Domestic Violence Awareness Month, the Department coordinated a Domestic Violence Awareness Panel and a joint training between grant partners for High Lethality Assessment. The Department continues to support Black Women Revolt Against Domestic Violence, La Casa de Las Madres and the Victim Services Division of the District Attorney's Office in their efforts to expand support services and coordinate data collection on the City-wide expansion of the High Lethality Assessment Program. In addition to providing programmatic and fiscal updates to the Department of Justice this month the Department is planning to expand ongoing collaborations with the SFDA Victim Service Division and the Office of Victims' Rights to expand the support of the program's capacity.

- **Blue Shield Foundation Grant**

The HEALing Roots Collaborative is producing a [podcast series](#) that asks the question: what are the social and economic costs of domestic violence to the City and County of San Francisco? Through candid discussions with City departments and local community-based organizations who provide DV survivor facing services, the podcast hopes to highlight the issue of domestic violence in the LGBTQIA+ community, the disparate economic and social effects on survivors of color and other relevant topics. The Collaborative is in the process of planning and recording its next episode.

VI. **RESEARCH & DATA/ PROJECTS, STRATEGIC LEARNING & CAPACITY BUILDING**

- **Research & Data**

Last month the Department officially rolled out the new Envisio data collection system. Envisio will help the Department administer quarterly reports it receives from grantees and improve our ability to use the data in these reports. We also received our first data uploads into the Envisio system last month, and DOSW will continue to build out the new data platform in order to improve the experience for our grantees.

The Department also launched its survey for the Gender Analysis of San Francisco Commissions and Boards Report. This report is generated by the Department once every two years and examines representation across several groups in the City's advisory and policy bodies; the categories are: women, people of color, LGBTQIA+ individuals, people with disabilities, veterans (or people who have immediate family members that have served) and people of various religious affiliations. This year DOSW is committed to increasing the response rate for our survey, as our 2021 report was limited by low participation due primarily to complications arising from the COVID-19 pandemic. The Department remains committed to producing reports using the best data possible. To ensure a high response rate DOSW has sent reminders to our Commission contacts and provided an extra month to our data collection timeline. So far, our survey has received responses from over 600 individuals and 100 organizations.

VII. **GENERAL UPDATES**

N/A

VIII. **SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS**

N/A

IX. **CALENDAR**

November

Native American Heritage Month

Thursday, November 9
Thursday, November 23
Friday, November 24

Commission Meeting
Thanksgiving
Day After Thanksgiving

December

Thursday, December 7
Tuesday, December 12
Monday, December 25
Tuesday, December 26

First Day of Hanukkah
Commission Meeting
Christmas Day
Kwanza